



ALABAMA

MOBILE COUNTY

Mobile County Public Schools
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Program Overview

Beginning in the 2004-05 school year, Mobile County School District (MCSD) introduced the Mobile Transformation Plan targeting five low-performing schools in the district. MCSD chose the initial five schools—two elementary schools and three middle schools—based on their low Stanford Achievement Test scores, high teacher turnover, inadequate funding, and the low number of highly qualified teachers. To transform these academically stalled schools, the county introduced several changes, including school reconstitution, intensive and ongoing professional development for all teachers, an influx of district-supported resources and specialists, and recruitment and performance-based incentives for teachers and principals.

The county committed to hiring new staff for these low-performing schools, and teachers who agreed to teach in them for a minimum of five years received an annual \$4,000 signing bonus at the beginning of each school year. At the end of the school year, teachers were eligible for an additional \$4,000 bonus, based on student test scores and individual performance evaluations. Principals and assistant principals were eligible for bonuses of \$12,000 and \$9,000 respectively, based on school achievement scores and individual performance evaluations.

These schools have made gains since the inception of the Mobile Transformation Plan, including increased student achievement scores and the fact that MCSD now leads the state in mathematics and reading scores. In addition, the district's high school dropout rate has decreased considerably, from 16 percent to 7.68 percent, and MCSD attributes this to high-quality teaching. Teacher and principal retention continue to be an issue in these schools.

Program Information

- [State Board of Education School Report Card 2006–2007](#)
- [Community Rallies Behind Public Schools: Mobile County, Alabama](#)

Select Articles and Reports

- AL.com (June 14, 2009). [Mobile County transformation schools showed improvement, but challenges remain](#)



- Schwartz, S. (2007). [Case Study: Teacher Compensation Mobile Area Education Fund \(MAEF\), Mobile, AL](#)
- A+ Education Partnership (September 26, 2006). [Mobile County schools earn big paychecks.](#)
- Center for Teaching Quality. (April 2006). [Transforming Teaching and Learning in Mobile.](#)